

# City of Santa Barbara

## Invites Applicants for

# Waterfront Director

### Our Community

Santa Barbara is among the country's most desirable places to live and work. Quietly nestled between the Pacific Ocean and the Santa Ynez Mountains, Santa Barbara provides a unique living environment and represents the essence of Southern California – the art and culture of a metropolitan city with the heart and hospitality of a small, beautiful coastal town. The City offers its 91,000 residents a year-round mild climate with an average temperature in the 70s; magnificent beaches, mountains, lakes and parks within minutes of downtown.

Among the City's many amenities are excellent healthcare services, a large variety of cultural events, harbor facilities and a convenient, recently expanded airport. Institutions of higher learning include the University of California at Santa Barbara, Santa Barbara City College, Westmont College and Brooks Institute of Photography, among others. From restaurants to abundant shopping, outdoor recreation to leisure activities and active community groups, Santa Barbara offers something for every taste and lifestyle. Santa Barbara is truly a magnificent place to live and work.





## City Government

Santa Barbara is managed by the Council/City Administrator form of government. Santa Barbara's city organization has over 1,000 regular employees, 500 hourly employees, a proposed \$288 million operating and capital budget for fiscal year 2012, and seven recognized labor unions. The Mayor and six City Council members are elected at-large and serve all areas of the community. The City Council also serves as the Redevelopment Agency.

## The Waterfront Department

Santa Barbara's Waterfront, a scenic draw and popular destination, offers diverse activities and attractions, giving residents and visitors the opportunity to explore the natural beauty of the area. Santa Barbara's Waterfront Department manages approximately 252 acres of tidelands and submerged lands, and includes Stearns Wharf and the picturesque breakwater/harbor.

The Waterfront Director is supported by a management team consisting of a Business Manager, a Facilities Manager, and a Harbor Operations Manager. Each manager directs the daily operations and activities of their respective divisions. As an Enterprise Fund with a budget of roughly \$12 million, the Waterfront Department generates revenue from managed assets (tenant rents, boat fees, parking fees and other sources). The department's 46 employees are proud to provide a high level of customer service and functional expertise in support of the department mission of "[providing] the community with a quality Waterfront for recreation and commercial use."



PHOTO: CHRIS FLANNERY

SANTA BARBARA CITY HALL

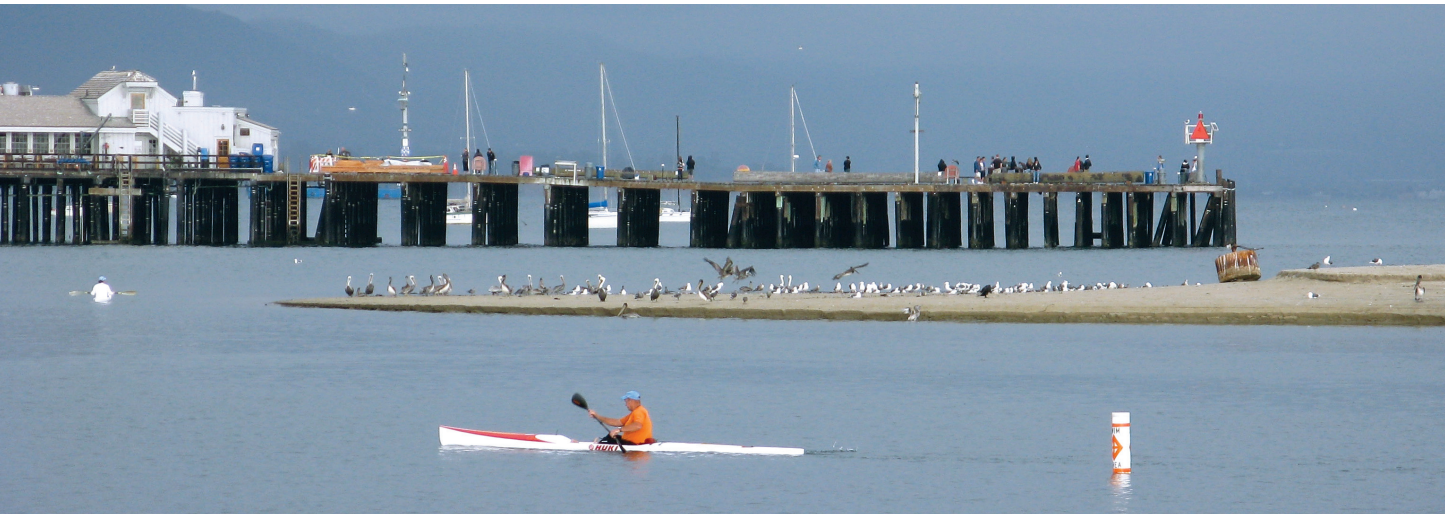


PHOTO: CHRIS FLANNERY



PHOTO: DAMIAN GADAL

TOP – STEARNS WHARF  
LEFT – SANTA BARBARA HARBOR  
RIGHT – DOWNTOWN SANTA BARBARA



PHOTO: BARBARA BARKER



## Candidate Profile

### Preferred Experience / Education

We are looking for a candidate with a combination of excellent technical, managerial and communications skills. As a department head, the candidate must have experience in leading, motivating and directing the activities of staff in various professions and trades. Although each of the functions is overseen by a manager, the Waterfront Director is expected to be engaged and knowledgeable about all aspects of Waterfront operations and management.

We prefer...

- Eight or more years of progressively responsible experience, involving the administration of municipal waterfront, harbor activities and/or similar public works operations, maintenance and security programs.
- Five or more years of experience in an executive or managerial capacity.

A typical way of obtaining the knowledge, skills and abilities outlined above is a Bachelor's degree in public administration or related field, preferably supplemented by training and certification in harbor and maritime management practices, and work experience noted above.



SANTA BARBARA HARBOR AND RESTAURANTS

### Personal Attributes and Skills

- Knowledge, experience and ability to manage the key operational areas / divisions: Business Services, Harbor Operations, Facilities.
- Progressive and technically capable leader who is candid and open with staff, leads by example, solicits and values the input of others, and establishes strong work teams.
- A visionary who anticipates the needs of the department, creates long-term plans and inspires employees to make positive changes to improve the department.
- Excellent oral / written communication and interpersonal skills.
- Experience in budgeting and financial management, and offers creative solutions in difficult economic times.
- Experience in labor relations and contract administration with the ability to manage effectively and work well with employees.
- Is visible in the community and successfully represents the department with the public, community groups and other waterfront constituents.

PHOTO: DAMIAN GADAL



## How To Apply

### Submit

A resumé and a cover letter with current salary and five work-related references

### Due

5:30 pm  
Thursday, August 25, 2011

### Send to

City of Santa Barbara  
Human Resources  
PO Box 1990 (735 Anacapa Street)  
Santa Barbara, CA 93102  
Fax (805) 897-1905  
Email to: [HR@SantaBarbaraCA.gov](mailto:HR@SantaBarbaraCA.gov)

**For further information** on the City of Santa Barbara, please visit [www.SantaBarbaraCa.gov](http://www.SantaBarbaraCa.gov) or call (805) 564-5316

## Selection Process

Candidates with the most relevant qualifications will be invited to oral interviews, tentatively scheduled for **Friday, October 14, 2011.**

The finalists will be invited to additional interviews with the City Administrator.

Once thorough background and reference checks are completed, it is anticipated that the job offer will be made in October / November 2011.





PHOTO: DAMIAN GADAL

SANTA BARBARA BREAKWATER

- Understands the principles of personnel management, and has experience selecting, evaluating, training, promoting and disciplining employees within a civil service system.
- Values employee training and succession planning.
- An individual who will be a valuable member of the Executive Management Team and who is willing to work effectively with other departments.

## Compensation and Benefits

**Salary Range: \$132,898 – \$161,539 annually**

### Benefits

The city provides a comprehensive package of benefits to employees:

**Retirement Benefits** are provided through the California Public Employee's Retirement System (CalPERS) under the 2.7%-at-55 retirement formula. City employees contribute 7.552% of pre-tax earnings toward their retirement. The employee pays an amount equal to 1.45% of salary toward Medicare. The City does not participate in Social Security. A voluntary deferred compensation plan (Section 457) is available.

**Health Insurance**—A Cafeteria Plan of \$1,602/month offers a choice of benefits including medical, dental, vision and supplemental/dependent life insurance. Flexible Spending Accounts (Section 125 Plan) for Health Care and Dependent Care expenses are available.

**Other Benefits** include a City car or car allowance of \$550/month; a life insurance policy equal to the employee's annual salary and a long-term disability plan at no cost to the employee.

**Paid Leave** consists of annual accruals of 20 vacation days up to 28 days, up to 32 hours of personal leave and up to 40 hours of management leave are provided each July 1st (pro-rated the first year), 10 holidays and 96 hours of sick leave/year.



PHOTO: DAMIAN GADAL



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